

May 1992

UC-AFT LOCAL JOINS CONCERNED FACULTY TO CO-SPONSOR TEACH-IN

UC-AFT Local 1990 is joining with Concerned Faculty at UCLA and the Network for Public Education and Social Justice to co-sponsor a teach-in for the full UCLA community titled "The Corporate University and Cultural Democracy: What Community does UCLA Serve?"

A wide range of speakers and discussion leaders will address issues central to the state of education at UCLA. The general theme of the teach-in involves the influences and priorities that can corrupt and are corrupting the quality of education at UCLA.

Discussion promises to be lively and insights stimulating. Please inform your students and colleagues of the teach-in and talk with them about the importance of becoming informed and actively involved in their education. We hope you too will come to join in the dialogue, share your own insights, and learn what may be new to you as well.

The teach-in will be held on Thursday, May 21, from 12 noon to 5 p.m. in 2448 in the law school (take the north stairs to second floor). Bring a lunch and plan to stay. Watch for flyers with a specific schedule of speakers.

The current schedule features:

Mike Davis (author of *City of Quartz*) speaking on the relationship of UCLA and Los Angeles.

George Lipsitz (Ethnic Studies, UCSD) on the corporate attack on multiculturalism.

Sondra Hale (Women's Studies, UCLA and CSUN) on "Whatever happened to UCLA's Ethnic/Gender Studies Requirement?"

Ruth Gilmore (Afro-American Studies, UCLA) on diversifying the curriculum [tentative].

Community leaders from South Central L.A. speaking on relationships between education and the community.

Representatives from **Chicano Studies** on

problems faced in UCLA.

Susan Griffin (UCLA Writing Programs and President, UC-AFT statewide) on UCLA's financial priorities and use of temporary faculty in undergraduate education.

Librarians on the effect of budget cutbacks on student and faculty research and library facilities.

Other speakers (to be announced) on "Pay Freeze and Privilege" and "Fee Hikes and the Golden Parachute."

Presentations by the Network for Public Education and Social Justice (a coalition of students, staff and faculty) on cruel and unusual fee hikes.

UCLA Eliminating Lecturers?

UC-AFT has been hearing increasingly of cases at UCLA in which departments are reconfiguring their FTE for faculty positions. All departments are affected by budgetary issues, long-range planning for staffing needs, and internal programmatic issues, of course, and these factors often affect FTE allotments. But in some cases, when the dust settles after

continued on page 2

Lecturers Eliminated? *continued*

changes are made, the result is that one or more lecturer positions have disappeared and the same number of new adjunct professor positions have been established.

What's the difference between a lecturer and an adjunct? Both can be appointed by the quarter, year, or three-year period (lecturers after six years), and both can be full or part time. Both can teach the same courses. There are technical differences in the University's definitions of the positions, but often it's hard to see any significant difference at all. So what's the real difference? Lecturers are represented by the UC-AFT in collective bargaining with UC and have a range of rights guaranteed by the Memorandum of Understanding, the contract between lecturers and the University. Because their job classification is not included in the bargaining unit, adjuncts are not represented by the UC-AFT and therefore do not have these same rights. With adjuncts, as just one example, UCLA does not have to follow established procedures to fairly evaluate a teacher's effectiveness when making reappointment decisions.

IS UCLA purposefully replacing lecturers with adjuncts as an end-run around the contract and the union? If this phenomenon becomes a widespread pattern, will it start to look like union busting? At this point one can only speculate. But two things are clear: when the University does not have to respect contractual rights and procedures, it increases its power to act as it chooses in appointment and reappointment decisions with much less concern for the individuals doing the actual teaching. Second, and perhaps more important for education at UCLA since lecturers teach such a large number of undergraduate classes, adjuncts who may come and go quarter by quarter, perhaps with less commitment to UCLA and less understanding of our student body, may be less effective as teachers than lecturers with a more committed career interest in UCLA and greater longevity on campus. At a time when UCLA has been criticized for putting too much emphasis on research and too little on teaching, at a time when the Chancellor has called for a stronger focus on undergraduate

teaching, it would seem shameful to hand over more of the teaching to faculty even more temporary than lecturers.

The UC-AFT cares about both the rights of lecturers and the quality of education at UCLA. At this time we are gathering information about lecturer positions being eliminated (for whatever reasons) and conversions to adjunct positions. Please call Tom Lochhaas, president of the Local, or mail us a brief note to the address at the end of this newsletter.

Local Represents Lecturers in Grievances

The UCLA UC-AFT Local is representing lecturers and librarians in several grievances at the present time and is in consultation with a number of others on issues that have not yet reached the grievance stage. Because these cases have not been resolved, no identifying information can be included here. For the benefit of those who feel they too may have suffered an injustice, however, the Local reminds all lecturers, librarians, and others in the bargaining unit (not just those in the union) that the UC-AFT will represent or support you in grievances in cases where the University has violated rights or conditions guaranteed by the Memorandum of Understanding. The following summaries of current cases suggest types of potential violations.

In one case a lecturer alleges that the department, after informally evaluating the lecturer concerning reappointment, decided not to offer a reappointment possibility and thus claims it did not have to formally and fairly evaluate the lecturer for reappointment if such was not a possibility. The lecturer alleges that those making the informal decision had little knowledge of the lecturer's qualifications and did not consider teaching competence, which they would have had if they had used the formal evaluation process mandated by the M.O.U.

In another case, a lecturer in the fifth year of teaching at UCLA (significant because in the sixth year evaluation occurs for a possible three-year appointment) was told the lecturer position was being eliminated and

continued on page 3

Lecturer Grievances *continued*

therefore no reappointment evaluation was necessary. In this case, the department is opening a new adjunct position which may actually involve teaching the same courses formerly taught by the lecturer. (See front-page story "UCLA Eliminating Lecturers?") The lecturer alleges that the department may have eliminated the lecturer position simply as a way to eliminate him, motivated by personal factors that have nothing to do with his teaching.

In a third case, a lecturer promised a specific merit increase for this year, later retracted by UCLA (as were all merit increases in 1991-92), alleges a contract violation. (The UC-AFT has also filed a system-wide grievance on the same issue, representing all UC lecturers promised a merit increase this year, and is going into arbitration with the University at the end of May.) This lecturer chose to proceed individually as well because of individual factors.

A reminder to all lecturers and librarians, particularly those relatively new at UCLA who are often handed the M.O.U. in a large bundle of materials along with benefits information and so on, who may not even realize they have a contract guaranteeing them certain rights and a union to help when needed to ensure their rights: Read the M.O.U. to learn what rights you do have and contact the Union if you have questions or need help!

Librarians Fight Layoffs

Union librarians at UCLA are watching very closely to see how UC management chooses to handle the state's budget shortages. In a recent action, a librarian at the University Elementary School received a 90-day layoff notice. With the union assistance of Eudora Loh (grievance rep) and Miki Goral (contract administrator), the librarian is vigorously pursuing her reemployment rights. They are making sure that the University adheres to all contract provisions, such as providing the union financial data driving the layoff. Furthermore, we are insisting that the

University follow the spirit of their reassurances to the librarians during the bargaining of the current layoff contract language, namely that in return for management's need for the "flexibility" of small layoff units, the bargaining unit librarians could count on total cooperation from the University in securing appropriate reemployment without financial loss to the individual librarian.

Given the University's continuing penchant throughout these lean budget times for extravagant management salaries, deferred or otherwise, massive construction projects, and marble corridors in administrative buildings, it is tempting to call the present situation not a budget crisis but rather a crisis of mistaken priorities. The AFT's position will continue to be that no career employees need to be laid off except in the case of a genuine severe financial exigency at the University overall. With the money flowing freely in some quarters, obviously such an exigency does not exist.

Unions Offer Support to Rebuild L.A.

by Darryl Holter

Joining the movement to help rebuild riot-torn Los Angeles, leaders of organized labor representing 700,000 members met in an emergency session on Monday, May 4. Discussions with the national AFL-CIO resulted in a commitment of \$50 to \$75 million for residential and commercial construction from the AFL-CIO's Union Trust Fund. These funds, derived from labor pension funds, have been used to build low-income housing while paying union wages.

In addition, local labor leaders established a Labor Crisis Relief Fund and pledged nearly \$60,000 to assist those who need help. They also urged Mayor Tom Bradley to name more labor members to the committee formed by Peter Ueberroth. Dozens of other ideas, concerning education, social and economic issues, and politics, were discussed at the emergency meeting and in subsequent meetings. Because of its unique role in the local economy and its emphasis on workers solidarity, labor can play a distinct role in responding to this crisis.

Local Officers Election

At our next local meeting on Tuesday, June 2, at noon in Powell 134A, members present will elect the local officers for the 1992-93 academic year. The nominations thus far are:

President: Tom Lochhaas, Lecturer,
Writing Programs
Vice President: Daryll Holter,
Coordinator of Labor Programs,
UCLA Center for Labor Research
and Education
Secretary: Roberta Medford, Librarian,
University Research Library
Treasurer: Norma Corral, Librarian,
University Research Library

At this writing the nominations are uncontested, but additional nominations may be brought forward between now and the June 2 meeting, when the vote will be taken.

DON'T FORGET THE
NEXT LOCAL MEETING
TUESDAY, JUNE 2, 1992
POWELL 134A

All members welcome to attend

LOCAL 1990 OFFICERS (1991-92)

President, Tom Lochhaas, Writing Programs
Vice-president, Ali Ahmadi, AGSM
Secretary, Roberta Medford, URL/PAS
Treasurer, Norma Corral, URL/Ref

Reprinted from *Healthwire*,
published by the Federation of
Nurses and Health Professionals,
AFT, April 1992:

AFT SLAMS MEEK REPORT

PRESIDENT BUSH'S ADVISORY COUNCIL ON SOCIAL Security, created in 1989 to assess the adequacy of the American health care system and to recommend reforms, "failed to chart a course toward national health reform," said Federation of Nurses and Health Professionals/AFT president Albert Shanker. "Rather than boldly tackling the interrelated issues of cost, quality and access, the council meekly called for continued state-level experimentation and expanded access through a variety of incremental reforms." The council met for more than two years to debate one of the most important domestic issues facing Americans today but did not reach a consensus on its final report. The document "failed to chart a course toward national health reform," said Shanker, who added that the best way to meet the goal of universal access to health care for all Americans "is to comprehensively reform a health care delivery system that encourages doctors and hospitals to practice more and more medicine at higher and higher prices." The council was chaired by Deborah Steelman, a lawyer who served as director of domestic policy for Bush's presidential campaign in 1988.

UC-AFT LOCAL 1990
6435 CORBIN AVENUE
WOODLAND HILLS, CA 91367